

CALIFORNIA MENTAL HEALTH PLANNING COUNCIL
Human Resources Committee
Meeting Highlights
June 16, 2011

Committee Members Present:

Stephanie Thal, MA, MFT, Chair
Dale Mueller, EdD, RN, Co Vice-Chair
Lana Fraser, CRC, Co Vice-Chair
John Ryan
Michael Cunningham
Jorin Bukosky
George Fry
Viviana Criado
Carmen Lee
John Black
Jaye Vanderhurst

Staff Present

Brian Keefer
Linda Brophy

Others Present:

Cathy Atkins, CAMFT
Jan Black, CalSWEC
May Far CalMB/C
Kim Ganade-Torres San Francisco Department of Public Mental Health
Gwen Foster, CalSWEC
Adrienne Shilton, CiMH

Welcome and Introductions

Stephanie Thal, MA, MFT, Chair convened the meeting at **8:30 a.m.** Thal reviewed the Human Resources Committee (HRC) agenda and welcomed new members and guests. Thal requested that members take a few minutes to introduce themselves and discuss “*what has brought them to the table.*”

Review: HRC Policy Paper

Staff reviewed the content of policy paper focusing on the impact of healthcare reform on public mental health workforce development and deployment efforts entitled, “How Healthcare Reform Will Influence the Behavioral Workforce.” The following content areas were discussed:

- Statement of Purpose detailing what the HRC sought to accomplish through the paper.
- The Opportunities Healthcare Reform presents to Behavioral Health to build the current work capacity.
- The Current Challenges surrounding the Behavioral Workforce
- Recommendations, Goals and Next Steps

Members stressed the importance of operationalizing the term behavioral health workforce, which can mean both mental health direct service providers and substance use service

providers. Staff stated they would provide feedback to the author of the paper and draft would be submitted for review prior to the October meeting.

See attached power point presentation.

Overview: Special Projects Workplan Activities

Staff reviewed the work completed by the Human Resources Committee (HRC) and additional project activities and issues to consider in upcoming Fiscal Year 2011-2012. The following was highlighted:

- Cross-cutting issues used by the Human Resources Committee to guide our work and determine if there are additional issues to consider
- Special Project priorities and determine activities to completed among Special Projects for Fiscal year 2011-2012
- Additional partners and any additional activities for the coming year

See attached power point presentation.

Dialogue: Prioritizing Fiscal Year 2011-2012 Special Projects and Presentations to the Committee

Staff a facilitated dialogue on how to complete the work outside the meeting structure, as well as using meetings to inform and in some cases complete the activities of special projects. The following items are topics for presentations and stronger inclusion in the work of the HRC that members shared with the entire group:

- Need to strongly advocate for increasing financial incentives for consumer and family member education and employment, especially for education and training programs that focus on the provision of peer- related services
- Establish a Certified Psycho-Social Rehabilitation Practitioner Certificate for a “beyond two-year postsecondary education” pool of employment applicants
- Re-examine the production capacity of existing mental health licensed professions and determine if budget limitations at Department of Consumer Affairs are reducing the rate at which applications for licensure are processed to completion
- Ensure that we have the right partners at the table for work that needs to be done to “bridge” workers to continuing their education in public mental health related fields
- Have a greater commitment for the inclusion of disability as part of diversity
- Update the Human Resources Committee on the capacity of the public mental health workforce and the results of MHSA funded activities. What has MHSA WET accomplished beyond contractual outputs? Was it cost effective?
- Explore and report on efforts to revamp higher education curriculum, especially those efforts which are focused on the inclusion of principles of recovery and cultural competency

- Examine the knowledge skills and abilities of occupations that provide the current level of services in behavioral health, mental health and substance use, and determine the most effective array occupations based upon connecting function to service need
- Examine the career pathways for the provision of mental health services in the Department of Corrections
- Explore what SAMHSA has been developing nationally in the field of behavioral health and health workforce development and deployment. What are other states implementing?
- Advocate for curriculum with real world experience
- Report on statewide efforts to re-train nurses and lesson that can be learned for public mental health
- Need more emphasis on tuition rates not loan forgiveness
- Must ensure that veterans and veterans' issues are more prominently raised in issues matrix
- Investigate independent evaluations of effectiveness for preparing the public mental health workforce, especially those focusing on examining the competencies for primary care and behavioral healthcare
- Promulgate the effective use of supported employment and supported education best practices
- Re-emphasize and message the strategy of increasing workforce capacity and diversity by working closely with secondary education

Specific presentations requested

- Update on the utilization of Psychiatric Nurse Practitioners, highlighting the experiences of community-based agencies and county programs. For example a panel presentation by Pacific Clinics, Progress Foundation Stanislaus County, Los Angeles.
- Re-examine model programs, such as the Welcome Back Project
- Update from other state-level funded MHSA WET funded programs.

Dialogue: Recommendations for New Members

Staff reminded members to provide recommendations for new members and interested parties. Staff stated that they will be working on a budget for those individuals that will require financial assistance to attend meetings. At the upcoming October meeting a draft application for memberships and financial relief will be developed for members to review. A special consideration will be given to those members that are not representing and organization or employed by and organization that as the means to cover travel expenses to meetings.

The meeting was adjourned at **11:30 a.m.**

Respectfully Submitted,

Brian Keefer